

MEO NEWS & NOTES

"Dedicated to Making A Difference"



Jan – Mar 02
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DOD Policy on EOT

Department of Defense policy on Equal Opportunity and Treatment (EOT) states as its primary objective: To improve mission effectiveness by promoting an environment free from personal, social, or institutional barriers that prevent service members from rising to the highest level of responsibility possible based on their individual merit, fitness and capability.

Staff News:

There have been several changes in the MEO Staff as we entered into 2002.

We'd like to welcome three new additions to our office:

Capt Gerard P. Sobnosky comes to us from an exchange tour with the Turkish Air Force

MSgt Deogory Harris comes to us from Eglin AFB

and

SSgt Jennifer Myers comes to us from McGuire AFB.

We bid our farewell to MSgt Matthew Reznicki

Missions, however, are not assigned to individuals but to units, and the success of missions depends in large measure on the degree of trust and understanding that exists among people in units. Military personnel often find themselves in situations where a moment's hesitation about another member of the team—can mean

disaster. Trust in your fellow service member and accomplish the mission together.

DoD policy on Equal Opportunity and Treatment requires every service member to promote an environment free from personal, social, or institutional barriers that prevent Service members from rising to the highest level of responsibility possible. Service members shall be evaluated only on individual merit, fitness and capability. Unlawful discrimination against persons or groups based on race, color, religion, sex, or national origin is contrary to good order and discipline and is counterproductive to combat readiness and mission accomplishment.



THE CALL TO DUTY

The military is not just another employer, and military service is not just another job. The Armed Forces were established to defend the nation against enemies foreign and domestic. Military service requires a high level of professional skill, a 24 hour a day commitment, and a willingness to give the last full measure of devotion. It is an uncommon profession that calls for people of uncommon dedication. A Service member's first obligation is to fulfill his or her assigned mission.

EQUAL OPPORTUNITY TREATMENT & HUMAN RELATIONS EDUCATION

According to AFI 36-2706 para 2.1, the objective of the Equal Opportunity Treatment (EOT) and Human Relations Education (HRE) program is to improve mission effectiveness by assisting commanders at all levels in conducting programs for EOT/HRE.

EOT/HRE classes include:

First Duty Station

Newcomers Orientation Training

Key Personnel Briefings

OUT AND ABOUT CLIMATE ASSESSMENT VISITS

Out and About climate assessments are conducted IAW 36-2706, Military Equal Opportunity and Treatment Program.

The purpose of "Out and About" visits is to provide reliable "Quality of Life" issues, or more specifically, issues that may in a positive or negative manner impact the human relations climate within the Hanscom AB community.

The Out and About program will provide "heads up" information to those in position of command who can prevent and or remove those distracters which could adversely impact Team Hanscom in some of the following ways, but are not limited to:

1. Hamper/Prevent Mission Readiness
2. Command Climate
3. Unit Cohesiveness and Morale
4. Mental and Physical Wellness of Personnel
5. High Absenteeism
6. High Turnover Rates

The goal of the Out and About Climate Assessment program is to provide commanders with *informal* feedback when identifying positive trends and areas that may need improvement that are impacting individuals, the unit, and the mission. Out and About visits can take the form of personal interviews or observational type comments.

Special Observance

The purpose of the DoD Special Observance Program is to recognize the contributions and achievements of all Americans to the American culture and to increase awareness, mutual respect, and understanding.

Special observances are designed to enhance cross-cultural awareness and promote harmony among all military members, their families, and the civilian work force.

Team Hanscom's African-American Heritage Committee invites you to the following event:

Dr. Martin Luther King, Jr Luncheon
11 Jan 02 @ Minuteman Club

Multi-Cultural Food Tasting
4 Feb 02 @ Base Chapel

Cinema & Conversation
4 – 8 Feb 02 @ Base Theatre

Health Information Fair
13 Feb 02 @ Base Theatre

Black Heritage Trail & 54th Regiment
Soldiers Historical Trip
18 Feb 02

African-American Heritage
Committee Annual Banquet
22 Feb 02 @ Minuteman Club

For more information contact
African-American Heritage Chair
1Lt Johnnie Dennis @ 3-5838

The following observances for this quarter:

Dr. Martin Luther
King, Jr.
January 15, 1929



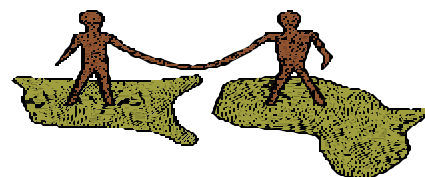
This year's theme:
"Remember! Celebrate! Act!
A Day On Not Off"

Dr. Martin Luther King, Jr. is the most prominent leader of the 20th century. King was a Baptist minister. Like most

black ministers before him, such as Gabriel Prosser, Nat Turner, and Denmark Vasey, his movement was rooted in the African-American church. At 15 he enrolled at Morehouse College and earned a B.A. degree in Sociology in 1948. He earned a Ph.D. in Systematic Theology from Boston University in 1955. King founded the Southern Christian Leadership Conference (SCLC) in 1957 and led some of the most important protests in our nation's history in places such as Albany, Georgia; Birmingham, Selma, and Montgomery, Alabama; Memphis, Tennessee; and Washington, DC. He received the Nobel Prize for Peace in 1964. King's idealism and leadership are celebrated on a National Holiday on the 3rd Monday of January.

African-American Heritage Month

1 – 28 February



This year's theme:

"The African-American Legacy: Contributions and Service in America's Defense."

African-American Heritage Month is celebrated each February to affirm, recognize and appreciate the rich heritage, struggles, achievements, progress, and diversity of African-American peoples. An African-American scholar, Carter G. Woodson, created and promoted Negro History Week in February in 1926. He chose the week in February to correspond to the respective birthdays of Frederick Douglass, and ex-slave and slavery Abolitionist, and Abraham Lincoln, the signer of the document granting slaves in the United States freedom, the Emancipation Proclamation. In 1976, the year of our nation's Bicentennial, the week-long celebration expanded to one month. Today, the annual observance provides an opportunity to

highlight features of the overall African-American experience.

Revolutionary War

Black Minutemen fought at Lexington and concord as early as April 1775, but in May of that same year, the Committee for safety of the Massachusetts Legislature presented a resolution that read: Resolved that it is the opinion of this committee, as the contest now between Great Britain and the Colonies respects the liberties and privileges of the latter, which the Colonies are determined to maintain, that the admission of any persons, as soldiers, into the army now raising, but only such as are freemen, will be inconsistent with the principles that are to be supported, and reflect dishonor on the colony, and that no slaves be admitted into this army, upon any consideration whatever. At the Battle of Bunker Hill, a Black man named Peter Salem saved the day for the patriots when, during a decisive third charge by the British Marines, he shot and killed the British leader, Major Pitcairn, turning the course of the battle. Another Black soldier of note at Bunker Hill was Salem Poor, credited with killing another important British officer, Lieutenant Colonel James Abercrombie. Salem Poor was noted by several officers for his “valor and intrepidity.” Salem Poor was recognized again for his bravery and gallantry at the Battle of Charleston.

Post-Revolutionary War

Although Blacks were still excluded from most land forces during the War of 1812, this was primarily a naval war and experienced Blacks proved to be a valued and sought-after resource. Once again, recruiting white sailors proved a difficult task, and Blacks were welcomed to fill personnel shortages. Black sailors fought in every major naval battle of the War of 1812. Commander Thomas McDonough’s victory at Lake Champlain was credited by himself as being due to the

accuracy of his gunners, most of whom were Black. When Commodore Perry won his great victory on Lake Erie, at least one of every 10 sailors on his ship was Black.

Civil War

As during the Revolutionary War, many Blacks served as intelligence gatherers. Blacks circulated freely throughout the South, acquiring information from Blacks working for the Confederate Army and white sympathizers, and by spying on troops dispositions, providing invaluable information for the Union Army. Thirteen black NCOs received Medal of Honor for action during a two-day battle in Virginia. In addition to individual gallantry, four were won by black sergeants who assumed command of their units when their White officers had been killed or wounded. The first Black to be awarded the Medal of Honor was Robert Blake, a mess steward aboard the gunboat USS Marblehead. In an attack on confederate forces on John’s Island, south Carolina, Blake took over the dangerous duties of the powder boy, carrying powder from the ship’s magazines to the gun deck, after an exploding shell killed one of the ship’s powder boys. His efforts were so fearless and efficient that his commanding officer credited him with the ship’s victory in destroying Confederate forces ashore.

Indian Campaigns

As USCT units were disbanded, congress passed an act authorizing the establishment of the post-war, peacetime military force needed to help pacify the West. Two Black cavalry units were formed, the 9th and 19th, and the remaining Black infantrymen were organized into the 24th and 25th Infantry Regiments. The 9th and 10th Cavalry Regiments earned the nickname “Buffalo Soldiers” from the Indians, as much from their appearance as from their bravery in battle. The Black regiments fought throughout the West, from the Canadian to the Mexican border, fighting Indians, bandits, and

horse thieves. They continued to suffer from discrimination, both in overt treatment as well as in the issuance of substandard horses, equipment, supplies, and uniforms. Despite this, they sustained a high level of morale and had fewer desertions than any other Army unit. Of the 17 Medals of Honor won by black soldiers during the Indian Wars, 11 were won by Buffalo Soldiers.

World War I

Over 200,000 Black soldiers were sent overseas during WWI. Approximately 10% were assigned to combat units. Four infantry regiments, the 369th, 370th, 371st and the 372nd, were assigned to fight with the French Army.

World War II

As an experiment conducted by the U.S. Navy in 1943, a submarine chaser (PC 1264) and a destroyer escort (USS Mason) were manned with predominantly Black crews. Initially all officers and petty officers were White, but on the submarine chaser the petty officers were replaced with Blacks about six months after commissioning. In 1945, the first Black officer in the Navy was assigned to the submarine chaser. Neither ship saw any action, and both were decommissioned after the war. Though the Navy took little note, the experiment proved successful; Black sailors had served in every shipboard capacity except command. One officer on the submarine chaser, Ensign Samuel L. Gravely, Jr., eventually became the first black flag officer in the Navy.

Korean War

“Project Clear,” a study on the effects of segregation and integration in the Army, both in Korea and the United States, was conducted by the Operations Research Office of Johns Hopkins University and released in 1954. It concluded that racially segregated units limited overall Army effectiveness, while integration enhanced effectiveness; that integration throughout the Army was

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feasible; and that the quota on black participation was unnecessary. This study assisted with the desegregation and by 1954 the last all-Black active duty unit had been disbanded, while black enlistments grew.

The Vietnam Era

There were 20 Blacks among the 237 Medal of Honor winners in the Vietnam era: 15 soldiers and five Marines. U.S. Air Force General Daniel "Chappie" James, a Tuskegee Airman, flew 78 combat missions into North Vietnam. In September 1975 he became the first Black promoted to the four-star grade.

The Role of Blacks During Operation DESERT STORM

Civil rights leaders claimed that the disproportionate numbers of black troops in the Armed Forces at the time of the Persian Gulf war would lead to high percentages of black casualties. The Department of Defense has released figures on the percentage of participation of various ethnic groups and the percentage of casualties each group suffered. Blacks, who make up 12% of the U.S. population, made up 24.5% of military personnel deployed to the Gulf. Black personnel of all branches who died in combat or non-combat situations represented 15% (182) of the total casualties in the war. Whites, who made up 66% of the U.S. forces in the theater accounted for 78% of the deaths. Hispanics, who were 5% of the force, accounted for 4% of the deaths and Asian-Americans, less than 2% of the force, made up less than 1% of the deaths.

Blacks Participation in Today's Military

Today, blacks participation in all branches of the military is significant. As of March, 1998, 19.6% (281,158) of those serving on active duty were Black. The highest representation was in the Army with 26.7% (128,209) while the lowest existed in the Air Force at 15.3% (56,431) and the Coast Guard at 6.5% (2,228). Blacks are also reaching

the highest officer and enlisted ranks in greater numbers. In 1998, 45 Blacks were general officers with more than half (26) serving in the Army. There were also 2,186 Blacks serving in the highest noncommissioned officer rank (E-9).

African-American contributions to society and more specifically the military have been immeasurable. From the founding of our nation to the present, African-Americans have contributed to our heritage through the strength of their convictions and wealth of their abilities.

Women's History Month



Women have been in our service, since George Washington's troops fought for independence, clothing and feeding our troops and binding their wounds. They were in the struggle to preserve the Union as cooks and tailors, couriers and scouts, even as spies and saboteurs. Some were so determined to fight for what they believed that they masqueraded as men and took up arms.

Women were there during the two World Wars, and slowly, our military establishment that for decades had sought to limit women's roles brought them to serve as WACS and WASPS and Women Marines. In our Nation's shipyards and factories, women helped build democracy's arsenal. From the beaches of Normandy to the Pacific Islands, they endured bombs, torpedoes, disease and deprivation to support our fighting force.

Despite this history of bravery and accomplishment, for very much too long women were treated as second class soldiers. They could give their lives for liberty, but they couldn't give

orders to men. They could heal the wounded and hold the dying but they could not dream of holding the highest ranks. They could take on the toughest assignments, but they could not take up arms. Still, they volunteered, fighting for freedom all around the world but also fighting for the right to serve to the fullest of their potential. And from conflict to conflict, from Korea to Vietnam to the Persian Gulf, slowly women have overcome the barriers to their full service in America.

****Wanted****

Special Observance committees are looking for hard working Team Hanscom members (to include active duty, civilians, retirees, and family members) to assist in organizing and staging special observance events. The Women's History Month Committee is looking for members to start planning the 2001 Celebration. So, come out, get involved, and have fun. If interested contact us at ext 3-2532 or 3783.

Special Observance Calendar

**Dr. Martin Luther King, Jr.
3rd Monday in January**

**African-American Heritage Month
February**

**Women's History Month
March**

**Holocaust Remembrance
3rd Week in April**

**Asian-Pacific Islander/Asian-American
Heritage Month
May**

**American Heritage Month
July**

**Hispanic Heritage Month
15 Sept – 15 Oct**

**Native-American Heritage Month
November**

